



Appendix G.

Position Category Description

Systems Planning, Research, Development, and Engineering

Typical Duties: Plan, organize, monitor, manage, oversee, and/or perform research and engineering activities relating to the design, development, fabrication, installation, modification, or analysis of systems or systems components. Duties may require identification, establishment, organization, or implementation of acquisition engineering objectives and policies, or establishing of specifications. Those duties are usually accomplished by scientists and engineers directly supporting acquisition programs, projects, or activities (including medical).

Typical Career Codes¹

<u>Civilian Series</u>	<u>Army AOC</u>	<u>Navy AQD</u>	<u>Air Force AFSC</u>	<u>Marine Corps MOS</u>
0180, 04XX, 08XX, 13XX, and 15XX	51A and 53C	AS (Any AQD beginning with AS)	61SX, 62EX, 63AX, and 33SX	4002, 9626, 9632, 9620, 6005, 9624, 9626, and 9636

Representative Job Titles: Systems engineer, project officer, project engineer, scientist, program management engineer, supervising project engineer, computer specialist, operations research analyst, software engineer, technical director, naval architect, systems integration engineer, engineering research psychologist, and project leader.

position Location: Normally found in HQs, system or materiel acquisition organizations, including program offices, DCMC, and may be found in research, development, and engineering centers, engineering centers, or laboratories.

¹These Civilian Occupational Series and Military Specialties are typically required by such positions; however, that is not an exhaustive list, nor are all personnel in those job series necessarily engaged in acquisition.

Career Path

Systems Planning, Research, Development and Engineering

Level and/or Typical Grade	Typical Assignments	Experience	Education	Training²
Level I GS-5 through GS-9 O-1 through O-3	<p>Program office scientific and engineering junior position</p> <p>Systems, materiel, acquisition, or DCMC scientific and engineering junior position</p> <p>R&D center, engineering center, or laboratory science and engineering position involved in direct materiel acquisition support</p>	<p>Mandatory:</p> <p>One year of acquisition experience in science or engineering</p>	<p>Mandatory:</p> <p>Baccalaureate degree from an accredited institution of higher learning in engineering, physics, chemistry, mathematics, or related fields¹</p>	<p>Mandatory:</p> <p>One basic (Level I) DAU course in systems acquisition management</p>
<p>¹Exception: the baccalaureate degree requirement shall not apply to any employee who on October 1, 1991, had at least 10 years of acquisition experience in SPRDE.</p> <p>²Refer to the current edition of the OUSD(A&T) DAU Catalog (reference (o)) for a list of mandatory and desired courses and approved equivalences that can be used to meet the training standards for that career field.</p>				



Career Path

Systems Planning, Research, Development and Engineering

Level and/or Typical Grade	Typical Assignments	Experience	Education	Training ³
Level I I GS-9 through GS-13 O-3 through, O-4	<p>Program office scientific and engineering intermediate position</p> <p>Systems, materiel acquisition, or DCMC scientific and engineering intermediate position</p> <p>R&D center, engineering center, or laboratory science and engineering position involved in materiel development and acquisition; major R&D program management</p>	<p>Mandatory: At least 2 years of acquisition experience in science or engineering</p> <p>Desired: An additional 2 years of acquisition experience in science or engineering</p>	<p>Mandatory: Baccalaureate degree from an accredited institution of higher learning in engineering, physics, chemistry, mathematics, or related fields¹</p> <p>Desired: Master's degree from an accredited institution of higher learning in engineering, physics, chemistry, operations research, mathematics, management, or related fields</p> <p>Desired: Nine semester credit hours selected from accounting, business finance, law, economics, industrial management, quantitative methods, or organization and management</p>	<p>Mandators One intermediate (Level II) DAU course in systems acquisition management</p> <p>Mandatory: One intermediate (Level II) DAU course in SPRDE</p> <p>Desired: Any mandatory DAU Level I or II course in one of the specified career fields⁴</p>

Career path note: On achieving Level II or III, an individual should plan for meeting the criteria for the Acquisition Corps. Criteria for selection into the Acquisition Corps for civilian personnel include serving in a position graded GS- 13 , and above and in the case of officers includes serving in the grade of O-4, and above. Criteria further include: (1) Four years acquisition experience; (2) A baccalaureate degree or certification by an ACPB; and (3a) At least 24 semester credit hours from among the following disciplines: accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management; *or*, (3b) at least 24 semester credit hours in the individual's career field and 12 semester hours, or equivalent training in the disciplines listed in 3b above; *or*, (3c) Pass an equivalency exam.⁵

¹Exception: The baccalaureate degree requirement shall not apply to any employee who on October 1, 1991 had at least 10 years of acquisition experience in SPRDE.

²See the DAU Directory (ADS-9 3-01-DIR, Volume 1, reference (p)) for recommended semester hour credit for certain training courses.

³Refer to current edition of the OUSD(A&T) DAU Catalog (reference (o)) for a list of mandatory and desired courses and approved equivalences that can be used to meet the training standards for that career field.

⁴Specified career fields are acquisition logistics, program management, communications-computer systems, manufacturing and production, QA, T&E, or SPRDE.

⁵See Appendix M for specific requirements for Acquisition Corps admission. Credit by examination is directed by 10 U.S. C. 1732(c) and is covered in DoD Instruction 5000.58 (references (d) and (g)).

Career Path

Systems Planning, Research, Development and Engineering

Level red/or Typical Grade	Typical Assignments	Experience ¹	Education	Training ⁵
Level III GS -13 and above O-4 and above	<p>Program office scientific and engineering senior position</p> <p>Systems, materiel acquisition or contract management command scientific or engineering management position</p> <p>Service headquarters and OSD staff position</p> <p>R&D center, engineering center, or laboratory science and engineering position involved in materiel development and acquisition; major science and technology program management</p>	<p>Mandatory: Four years of acquisition experience in science or engineering</p> <p>Desired: Four additional years of experience in acquisition positions of increasing responsibility and complexity</p>	<p>Mandatory: Baccalaureate degree from an accredited institution of higher learning in engineering, physics, chemistry, mathematics, or related field³</p> <p>Desired: Advanced degree from an accredited institution of higher learning in engineering, physics, chemistry, operations research, mathematics, management, or related field</p> <p>Desired: Twelve semester credit hours selected from accounting, business finance, law, economics, industrial management, quantitative methods, or organization and management</p>	<p>Mandatory: One advanced (Level III) DAU course in SPRDE</p> <p>Desired: Any mandatory Level II or Level III DAU course in one of the specified career fields²</p>
<p>¹A General, Flag officer, or, SES must have at least 10-years experience in acquisition positions. At least 4 years of this experience must have been performed while assigned to a CAP.</p> <p>²Specified career fields are acquisition logistics, program management, communications-computer systems, manufacturing and production, QA, T&E, or SPRDE.</p> <p>³Exception: the baccalaureate degree requirement shall not apply to any employee who on October 1, 1991, had at least 10 years of acquisition experience in SPRDE.</p> <p>⁴See the DAU Directory (ADS-93-O I-DIR, Volume 1, reference (p)) for recommended semester hour credit for certain training courses. Reference (p) is available through the DAU or from your Component DACM.</p> <p>⁵Refer to current edition of the OUSD(A&T) DAU Catalog (reference (o)) for a list of mandatory and desired courses and approved equivalencies that can be used to meet the training standards for that career field.</p>				
Career path note: CAPS may only be filled by members of the Acquisition Corps.				

